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AUTHOR Ascher, Marcia; Garzouzi, Eva
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ABSTRACT

This preliminary summary report gives comparative data as to the salary and rank of Ithaca College fulltime faculty, with special regard to the status of women within that faculty. Data is based on all college comparison, comparison with humanities and sciences, WHealth, Physical Education, Recreation and music, comparisons within the Allied Health Division, and characteristics of the comparisons. Major observations indicate as rank increases the proportion of women decreases and average salary of male faculty members is higher than the average salary of women. (MJM)

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COMMITTEE W

Comparative Personnel Data

The following is a preliminary summary report giving comparative data as to salary and rank of Ithaca College full-time Faculty, with special regard to the status of women within that Faculty. It is based on data supplied to Committee W by the Provost's office. It includes an all College comparison as well as comparisons within the three largest schools.

I. *All-College Comparison*

Of the 255 Ithaca College full-time Faculty, 22 per cent are women.

1. The Faculty, by *rank*, is divided as follows:

	Total	*Women*
Instructors	27	12
Assistant Professors	134	30
Associate Professors	60	10
Professors	34	4

The ratio of men to women instructors is: 1.3 to 1;
The ratio of men to women Assistant Professors is: 3.5 to 1;
The ratio of men to women Associate Professors is: 5.0 to 1;
The ratio of men to women Professors is: 7.5 to 1.

Clearly, as rank increases the proportion of women decreases.

2. A comparison of *salaries* of men and women holding the same rank shows that, in every rank, the average salary of the men is higher than the average salary of the women. It is:

18% higher for Instructors
5.3% higher for Assistant Professors
5.0% higher for Associate Professors
20% higher for Professors

3. When Faculty is examined by division grouping we find that:

3 divisions accounting for 7.5 per cent of the Faculty have no women. They are: Business Administration, Communications, Interdisciplinary Center (full-time).

3 divisions accounting for 12 per cent of the Faculty but 20 per cent of the women, have women in only one or two of the lower ranks. They are: Instructional Resources Center, Allied Health, Library.

3 divisions accounting for 80 per cent of the Faculty and 80 per cent of the women, include women in all four ranks. They are: Humanities and Sciences, Health, Physical Education and Recreation and Music.

The fact that three divisions do not include any women and three others include women only in the lower ranks, at least partly contributes to the decreasing proportion of women as rank increases.

Comparisons between men and women in the same rank and division are precluded where numbers are small. In the IRC, there are only three faculty

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members: one male instructor, one female assistant professor and one male assistant professor. In the Library, there are nine full-time Faculty of whom 5 (4 women and 1 man) have instructor rank and 4 (3 women and 1 man) have Assistant Professor rank.

Detailed analysis is, therefore, focused on the three divisions which include women in all ranks. They are: Humanities and Sciences; Health, Physical Education and Recreation; and Music. Some information is also given on the Division of Allied Health where there are women in only one of the four ranks.

II. *Comparisons within Humanities and Sciences, HPER and Music*

1. *Rank*

A. Of the 134 full-time Faculty in Humanities and Sciences, 19 per cent are women. The distribution is as follows:

	Total	*Women*
Instructors	7	3
Assistant Professors	75	15
Associate Professors	31	7
Professors	21	1

The ratio of men to women Instructors is: 1.3 to 1;
The ratio of men to women Assistant Professors is: 4.0 to 1;
The ratio of men to women Associate Professors is: 3.5 to 1;
The ratio of men to women Professors is: 20 to 1.

B. of the 37 full-time Faculty in Music, 19 per cent are women. The distribution is as follows:

	Total	*Women*
Instructors	8	3
Assistant Professors	14	2
Associate Professors	9	1
Professors	6	1

The ratio of men to women Instructors is: 1.6 to 1;
The ratio of men to women Assistant Professors is: 6 to 1;
The ratio of men to women Associate Professors is: 8 to 1;
The ratio of men to women Professors is: 5 to 1.

C. Of the 34 full-time Faculty in HPER, 29 per cent are women. The distribution is as follows:

	Total	*Women*
Instructors	5	2
Assistant Professors	17	4
Associate Professors	9	2
Professors	3	2

The ratio of men to women instructors is: 1.5 to 1;
The ratio of men to women Assistant Professors is: 3.5 to 1;
The ratio of men to women Associate Professors is: 3.3 to 1;
The ratio of men to women Professors is: 0.5 to 1.

D. In all three divisions there is a large decrease in the proportion of women as we move from the rank of Instructor to that of Assistant Professor. In HPER and Music, there is a reversal of the decrease when we get to the rank of Professor. This, however, is counterbalanced by the striking ratio of 20 to 1 for Professors in the School of Humanities and Sciences which accounts for more than half the College Faculty.

2. *Salary*

Comparisions of the average salary of men and women of the same rank, within the same division shows that, in every case, the average salary of the women is below the average salary of the men. The percentages* by which the average salaries of the men are above those of the women are:

	Instructors	*Assist. Prof.*	*Assoc. Prof.*	*Prof.*
H & S	20%	5.0%	0.9%	15-20%
HPER	10-15	12	10-15	5-10
Music	3.3	10-15	10-15	0-5

Although it should be kept in mind that the number of Faculty in several of these categories is quite small, there is consistency in the recurrence of the fact that the average of the women's salaries is below that of the men. Also, in six instances the average salaries of the men are below the All-College averages for the same ranks; the women's averages are then even further below the College averages in these six cases, which are: the ranks of Associate and Assistant Professors in Humanities and Sciences; that of Professor in HPER, and the ranks of Associate Professor and Professor in Music.

III. *Comparisons within the Allied Health Division*

Of the 19 full-time Faculty in Allied health, 16 per cent are women. These three women are all Assistant Professors. The 16 men include 1 instructor, 8 Assistant Professors, 5 Associate Professors and 2 Professors.

Comparison of the average salaries of the women and men Assistant Professors shows the divergent case (from other Divisions compared) of the average of men's salaries being 4.9 per cent below the average for women. Also, in this case the average number of years at the rank is less for the women than for the men. Of the three women, one holds the PhD and two have miscellaneous degrees. Of the eight men, 7 hold the M.A. and one has a miscellaneous degree.

IV. *Characteristics*

Since academic degrees and number of years in rank were given alongside salary data, this information is examined below to see if it gives a clue to salary and promotion differentials.

*In categories which have fewer than 3 men or 3 women, the exact percentages could not be calculated but are in the range indicated (e.g., 10-15 means somewhere between 10 and 15 per cent).

A. *Humanities and Sciences*

In the category of Professor, 81 per cent of the men hold PhD degrees, 9 per cent hold M.A.'s and 9 per cent hold miscellaneous degrees. For the women, the distribution is 100 per cent PhD.

In the category of Associate Professor, 70 per cent of the men hold PhD's, 8 per cent hold other doctorates and 21 per cent hold M.A.'s. Forty-three per cent of the women hold PhD's and 57 per cent hold M.A.'s.

Among the Assistant Professors, 46 per cent of the men hold PhD's, 40 per cent hold M.A.'s, 8 per cent B.A.'s and 5 per cent miscellaneous degrees. Sixty per cent of the women hold PhD's, 33 per cent M.A.'s and 7 per cent B.A.'s.

All seven Instructors hold M.A. degrees, so the proportion is 100 per cent M.A.'s for both men and women.

The *number of years in the rank* is higher for women than for men in all but the top rank; in the two lower categories, the women seem to have been twice as long as the men in the same rank.

We note that although in the last two categories degree distribution is the same or better for the women and years at rank are longer, their average salary is lower--as much as 20 per cent for the rank of Assistant Professor.

B. *Health, Physical Education and Recreation*

In the category of Professor, all hold M.A. degrees, so the proportion is 100 per cent M.A.'s for both men and women.

Among the Associate Professors, 14 per cent of the men hold PhD's, 14 per cent other doctorates and 71 per cent M.A.'s; 50 per cent of the women hold PhD's and 50 per cent hold M.A.'s.

In the Assistant Professor category, 30 per cent of the men hold PhD's and 70 per cent hold M.A.'s; 100 per cent of the women hold M.A.'s.

In the Instructor category, 66 per cent of the men hold M.A.'s and 33 per cent hold B.A.'s; 100 per cent of the women hold M.A.'s.

The number of years in the rank is lower for the women at the level of Professor, but higher in every other category by about 50 per cent.

Here also we note that although the degree distribution for the women is better at the level of Associate Professor and Instructor and years at rank longer, their average salary is lower by 10 to 15 per cent.

C. *Music*

In the category of Professor, all hold M.A. degrees, so the proportion is 100 per cent M.A.'s for both men and women.

Among the Associate Professors, 25 per cent of the men hold doctorates other than the PhD., 50 per cent hold the M.A., 12.5 per cent the B.A. and 12.5 per cent miscellaneous degrees. One hundred per cent of the women hold the M.A.

In the Assistant Professor category, 75 per cent of the men hold M.A.'s, 8 per cent B.A.'s and 16 per cent miscellaneous degrees. One hundred per cent of the women hold M.A.'s.

At the Instructor level, 40 per cent of the men hold M.A.'s and 60 per cent B.A.'s. One hundred per cent of the women hold M.A.'s.

The *number of years in the rank* are higher for the women at the Associate Professor and Instructor levels and lower in the ranks of Professor and Assistant Professor.

Marcia Ascher
Associate Professor
of Mathematics

Eva Garzouzi
Associate Professor
of Economics

MA, EG/mjt
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